

## Exhibit A

Effective 7/01/02

	-----MONTHLY-----		-----ANNUAL-----	
	MIN	MAX	MIN	MAX
EM 1	\$3,850	\$5,530	\$46,200	\$66,360
EM 2	\$4,042	\$5,808	\$48,504	\$69,696
EM 3	\$4,245	\$6,097	\$50,940	\$73,164
EM 4	\$4,457	\$6,403	\$53,484	\$76,836
EM 5	\$4,681	\$6,722	\$56,172	\$80,664
EM 6	\$4,915	\$7,059	\$58,980	\$84,708
EM 7	\$5,160	\$7,411	\$61,920	\$88,932
EM 8	\$5,418	\$7,782	\$65,016	\$93,384
ES 1	\$5,582	\$8,015	\$66,984	\$96,180
ES 2	\$5,749	\$8,256	\$68,988	\$99,072
ES 3	\$5,922	\$8,503	\$71,064	\$102,036